

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA
☒ EEOC

 Amended Charge
451-2011-01950
Texas Workforce Commission Civil Rights Division

and EEOC

State or local Agency, if any

Name (indicate Mr., Ms., Mrs.)

(b) (6)

Home Phone (incl. Area Code)

(b) (6) Privacy

Date of Birth

(b) (6)

Street Address

City, State and ZIP Code

(b) (6) Privacy

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

SOUTHWEST RESEARCH INSTITUTE

No. Employees, Members

Unknown

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

6220 Culebra Road, San Antonio, TX 78228

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

☐ RACE☐ COLOR☐ SEX☐ RELIGION☒ NATIONAL ORIGIN☒ RETALIATION☐ AGE☐ DISABILITY☐ GENETIC INFORMATION☒ OTHER (Specify) **HARASSMENT**

DATE(S) DISCRIMINATION TOOK PLACE

Earliest

Latest

(b) (6)

PI

☐ CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I began employment on (b) (6) Privacy, I received a performance evaluation from my supervisor for the period of (b) (6) Privacy and it indicated that I was meeting expectations. On or about May 2011, my supervisor informed me (b) (6) Privacy.

On (b) (6) Privacy I received another performance evaluation from my supervisor for the period of May 31, 2011 through July 31, 2011 and I was told that I did not meet expectations. I was also told in this evaluation (b) (6) Privacy.

On (b) (6) Privacy, I complain to the Director and my supervisor about (b) (6) Privacy.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

Sep 06, 2011

Date

(b) (6) Privacy

Charging Party Signature

CHARGE OF DISCRIMINATION

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Charge Presented To:

Agency(ies) Charge No(s):

☐ FEPA

Amended Charge

☒ EEOC**451-2011-01950****Texas Workforce Commission Civil Rights Division**

and EEOC

State or local Agency, if any

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

On (b) (6) Privacy, I sent an email to the Director, the Vice President and the Director of Human Resources complaining about how my supervisor treated me differently and subjected me to a hostile work environment (b) (6) Privacy. No one responded to my email.

On (b) (6) Privacy, I was terminated from my employment.

I believe that I have been discriminated against due to my National Origin, (b) (6) PI in violation of Title VII of the Civil Rights Act of 1964 as amended.

2011 SEP -6 A 10 56

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

Sep 06, 2011

Date

(b) (6) Privacy

Charging Party Signature

NOTARY -- When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

CHARGE OF DISCRIMINATION
EEOC FORM 5
CONTINUATION SHEET

Qiang Wei vs. Southwest Research Institute

AMENDMENT:

I wish to amend the original charge # 451-2011-01950 to reflect additional discrimination. After I complained to the Director and my supervisor about (b) (6) Privacy, my employment situation changed. My supervisor began subjecting me to a hostile work environment and (b) (6) Privacy which was not part of my job description. I believe my supervisor was attempting to get me to quit (b) (6) Privacy. I (b) (6) Privacy to the best of my abilities. On August 22, 2011, I received a letter from (b) (6) Privacy advising me that I was being discharged for my inability or unwillingness to perform the (b) (6) work for which I was hired (b) (6) Privacy. I believe the reason cited for my discharge is a pretext reason. I believe the real reason for my discharge is in retaliation for opposing unlawful employment practices in violation of Title VII of the Civil Rights Act of 1964, as amended.

9/30/2011
Date

(b) (6) Privacy
Charging Party's Signature

2011 SEP 30 PM 12:07



U.S. Environmental Protection Agency

Office of Civil Rights

External Compliance and Complaints Program

COMPLAINT FORM

The purpose of this form is to assist you in filing an administrative complaint with the Office of Civil Rights, External Compliance and Complaints program. You are not required to use this form; a letter with the same information is sufficient. However, the information requested in the items marked with a star (*) must be provided, whether or not the form is used.

1.* State your name and address.

Full Name: (b) (6) _____

Address: (b) (6) Privacy _____

Zip (b) (6) _____
PI

Daytime Telephone No.: Home: (b) (6) _____
(6)

Evening Telephone No.: () _____

Work Telephone No.: () _____

Best Time to Call: Any time

Email: (b) (6) Privacy _____

2. If we will not be able to reach you directly, you may wish to give us the name and phone number of a person who can tell us how to reach you and/or provide information about your complaint:

Name: (b) (6) _____
PI

Telephone No.: (b) (6) _____
(6)

Best Time to Call: Any time

received
OCT 11 2011

3. If you have an attorney representing you concerning the matters raised in this complaint, please provide the following:

Name: _____

Address: _____

_____ Zip _____

Telephone No.: (____) _____

4.* Person(s) and/or Group(s) discriminated against, if different from above:

Name: _____

Address: _____ Zip _____

Telephone No.: Home:(____) _____ Work:(____) _____

Please explain your relationship to this person(s).

5.* Business, Organization or Institution that discriminated:

Name: Southwest Research Institute

Any individual if known: (b) (6) Privacy

Address: 6220 Culebra Rd, P. O. Drawer 28510, San antonio

TX _____ Zip 78228

Telephone No.: (____) 210-684-5111

5B.* Non-employment: Does your complaint concern discrimination in the delivery of services or in other discriminatory actions of the department or agency in its treatment of you or others? If so, please indicate below the base(s) on which you believe these discriminatory actions were taken.

☐ Race/Ethnicity: _____

☒ National origin: also RETALIATION, HARASSMENT

☐ Sex: _____

☐ Religion: _____

☐ Age: _____

☐ Disability: _____

5C.* Employment: Does your complaint concern discrimination in employment by the Department or Agency? If so, please indicate below the base(s) on which you believe these discriminatory actions were taken.

☐ Race/Ethnicity: _____

☒ National origin: also RETALIATION, HARASSME

☐ Sex: _____

☐ Religion: _____

☐ Age: _____

☐ Disability: _____

6.* To your best recollection, on what date(s) did the alleged discrimination take place?

Earliest date of discrimination: 05-31-2011

Most recent date of discrimination: (b) (6)

PT

7. Complaints of discrimination must generally be filed within 180 days of the alleged discrimination. If the most recent date of discrimination, listed above, is more than 180 days ago, you may request a waiver of the filing requirement. If you wish to request a waiver, please explain why you waited until now to file your complaint.

8.* Please explain as clearly as possible what happened, why you believe it happened, and how you were discriminated against. Indicate who was involved. Be sure to include how other persons were treated differently from you or how you were effected differently than others. (Please use additional sheets if necessary and attach a copy of written materials pertaining to your case.)

Please see attachment.

9. The laws we enforce prohibit recipients of U.S. Environmental Protection Agency assistance from intimidating or retaliating against anyone because he or she has either taken action or participated in action to secure rights protected by these laws. If you believe that you have been retaliated against (separate from the discrimination alleged in #8), please explain the circumstances below. Be sure to explain what actions you took which you believe were the basis for the retaliation.

Please see attachment.

10. Please list below any persons (witnesses, fellow employees, supervisors, or others), if known, whom we may contact for additional information to support or clarify your complaint.

Name: _____

Address: _____

_____ Zip _____

Telephone No.: (____) _____

11. Do you have any other information that you think is relevant to our investigation of your allegations?

Performance reviews from my former supervisor, Job description, Recent email communications, etc.

12. What remedy are you seeking for the alleged discrimination? Note that an investigation of your complaint may not be able to give you the remedy you seek, but this information could be useful to the investigation.

Monetary remedy.

13. Have you (or the person discriminated against) filed the same or any other complaints with other offices at the U.S. Environmental Protection Agency?

Yes ☐ No ☒

If so, do you remember the Complaint Number?

Against what agency and department or program office was it filed?

Address: _____

_____ Zip _____

Telephone No.: (____) _____

Date filed: _____

Briefly describe what the complaint was about.

What was the result? _____

14. Have you filed or do you intend to file a charge or complaint concerning the matters raised in this complaint with any of the following? If yes, please select the office where you filed. If not, please skip this item.

☒ Any other Federal Department or Agency

☒ U.S. Equal Employment Opportunity Commission

☒ Federal or State Court

☐ Your State or local Human Relations/Rights Commission

☐ Grievance or complaint office

15. If you intend to or have already filed a charge or complaint with an entity indicated in # 14 above, please attach a copy of that complaint or any additional information describing that complaint. Also, please provide the following information :

Entity filed with: U.S. Equal Employment Opportunity Commission

Date filed: _____

Case or Docket Number: 451-2011-01950

Date of Trial/Hearing: _____

Location of Agency/Court: _____

Name of Investigator: _____

Status of Case: Waiting for replies from the charged party.

Comments:

I will file complaints to the CRC of the Department of Labor (DOL) soon.

17. While it is not necessary for you to know about aid that the agency or institution you are filing against receives from the Federal government, if you know of any Department of Justice funds or assistance received by the program or department in which the alleged discrimination occurred, please provide that information below.

I was working on an EPA funded project when I was discriminated and terminated. The principal investigator for the project is (b) (6) Privacy at Southwest Research Institute. (b) (6) Privacy is the project manager at the EPA side.

(b)
(6)
Priv

18. We cannot accept a complaint if it has not been signed. Please sign and date this Complaint Form below.

(b) (6) Privacy

10/3/2011

(Signature) (Date)

Note: Please feel free to add additional sheets to explain your concerns and attach any relevant documentation.

Attachment for Item 8:

I began employment on (b) (6) Privacy as a (b) (6) Privacy at Southwest Research Institute which is located at San Antonio, Texas. On (b) (6) Privacy, I received a performance evaluation from my supervisor (b) (6) Privacy for the period of (b) (6) Privacy through May 31, 2011 and it indicated that I was meeting expectations. On or about May 2011, my supervisor informed me that I needed to (b) (6) Privacy

On (b) (6) Privacy I received another performance evaluation from my supervisor for the period of May 31, 2011 through July 31, 2011 and I was told that I did not meet expectations. I was also told in this evaluation that (b) (6) Privacy

On (b) (6) Privacy, I complained to the director and my supervisor about (b) (6) Privacy

I received no positive results from the meeting.

After I complained to the Director (b) (6) and my supervisor (b) (6) Privacy about (b) (6) Privacy my employment situation was changed. My supervisor began subjecting me to a hostile work environment and assigning me (b) (6) Privacy which were not part of my job description. I believe my supervisor was attempting to get me to quit by consistently (b) (6) Privacy. I performed these (b) (6) Privacy to the best of my abilities.

On (b) (6) Privacy, I sent an email to (b) (6) Privacy complaining about my supervisor treated me differently and subjected me a hostile work environment after he (b) (6) Privacy. No one responded to my email.

On (b) (6) Privacy, I received a letter from (b) (6) Privacy advising me that I was being discharged for my inability or unwillingness to perform the (b) (6) work for which I was hired in (b) (6) Privacy

I believe that I have been discriminated against due to my National Origin (b) (6) in violation of Title VII of the Civil Rights Act of 1964 as amended. The reason cited for my discharge is pretext reason. I believe the real reason for my discharge is in retaliation for opposing unlawful employment practices in violation of Title VII of the Civil Right Act of 1964, as amended.

Attachment for Item 9:

I am an (b) (6) who has had over (b) (6) Privacy experience and received my (b) (6) Privacy. (b) (6) Privacy. On the job description I was given for the job interview, there is no such a requirement which the (b) (6) Privacy. However, I was constantly assigned (b) (6) Privacy in the project funded by United States Environmental Protection Agency (EPA).

On (b) (6) Privacy, I sent my supervisor an email to report the progress of the project funded by US EPA and suggested him to (b) (6) Privacy. I wrote in the Email: (b) (6) Privacy

On (b) (6) Privacy, my supervisor responded my email sent on (b) (6) Privacy. He wrote that (b) (6) Privacy

On (b) (6) Privacy, I sent an email to the (b) (6) Privacy (b) (6) Privacy complaining about my supervisor treated me differently and subjected me a hostile work environment after he (b) (6) Privacy. No one responded to my email.

On (b) (6) Privacy, I received a letter from (b) (6) Privacy advising me that I was being discharged for my inability or unwillingness to perform the (b) (6) work for which I was hired (b) (6) Privacy.

SOUTHWEST RESEARCH INSTITUTE

5220 CULEBRA RD. 78238-5166 • P.O. DRAWER 28510 78228-0510 • SAN ANTONIO, TEXAS, USA • (210) 684-5111 • WWW.SWRI.ORG

(b) (6) Privacy



This letter is to notify you that we have made the decision to terminate your employment with the (b) (6) Privacy

mgr. You object so strongly to the assignments and work direction given by (b) (6) who is your supervisor, that there is no feasible way of making this situation work. This action is based on the recommendation of (b) (6) f, and has been approved by the Institute Human Resources Department, Legal Department and Executive Management.

For the next 21 days, from (b) (6) Privacy through (b) (6) Privacy the Institute will offer to you severance pay of (b) (6), less applicable taxes, in return for your agreement to execute the *Severance Agreement and General Release* enclosed. You will also receive two weeks pay in lieu with your final pay check. The Institute will also agree to pay actual and reasonable relocation expenses if you wish to relocate elsewhere. You have the opportunity to resign if you wish and we will so inform other employers who may inquire. A *Severance Plan* is attached providing more detail on the benefits which are available. Staff members in Human Resources, and the Medical Benefits office are prepared to discuss with you the specific details of benefits.

I encourage you to discuss this offer with your family members, financial advisor, and attorney. If you decide to accept, sign the *Severance Agreement and General Release*, and return it to me or Human Resources by (b) (6) Privacy. Upon signature you will have 7 days to rescind your acceptance. A copy of the *Employment Termination Clearance Form* is attached to assist you in clearing the Institute.

Sincerely,

(b) (6) Privacy



(b) (6) Privacy, Vice President
Engines, Emissions and Vehicle Research Division
Southwest Research Institute

BEC/mcr

Enclosures

cc: (b) (6) Privacy



HOUSTON, TEXAS (713) 977-1377 • WASHINGTON, DC (301) 881-0226



Southwest Research Institute®

Performance Evaluation Summary

NAME: (b) (6) DATE: 6/13/2011

JOB TITLE: (b) (6) Privacy EMP. NO.: (b) (6)

CC: (b) (6) REVIEW PERIOD: From (b) (6) Privacy

Strongest Areas of Job Performance: (b) (6) Privacy

Opportunities to Improve Job Performance: (b) (6) Privacy

Future Performance Goal and Expectations: (b) (6) Privacy

Overall Job Performance Summary: As a starting (b) (6) Privacy meets expectations (ME).

Overall Employee Satisfaction with Job and Work Relationships: (b) (6) Privacy

Short and Long Term Career Goals: Short term career goal: (b) (6) Privacy

Long-term goal: (b) (6) Privacy

Developmental Recommendations: (b) (6) Privacy

(b) (6) Privacy
Prepared by (b) (6) Privacy Emp. No. (b) (6)

(b) (6) Privacy
(b) (6) Privacy reviewed by (optional) Cost Center Head

I have reviewed and discussed this evaluation with my immediate supervisor; I may or may not agree with this evaluation. Any additional comments I have are on the reverse side.

(b) (6) Privacy
06/20/11 +
Employee

(b) (6) Privacy

Developmental Recommendations: (b) (6) Privacy

(b) (6) Privacy

Prepared by:

(b) (6) Privacy

(b)

(b) (6)

Reviewed by (optional)

Cost Center Head

I have reviewed and discussed this evaluation with my immediate supervisor; I may or may not agree with this evaluation. Any additional comments I have are on the reverse side.

(b) (6) Privacy

Additional comments by Employee:

(b) (6) Privacy

Additional comments by Supervisor:

(b) (6) Privacy

Date Printed: 10/7/2010 2:54 pm

Personnel Requisition Form

Form Number: (b) (6) Privacy

Date Requisition Opened: (b) (6)

Division Referral Program: ☐ Yes ☒ No

Name

Employment Date

Employment Status:

☒ Regular FT ☐ Regular PT ☐ Temporary ☐ StudentIf Student: ☐ VOF ☐ Associate ☐ Undergraduate ☐ Graduate

Special Consideration:

☐ Yes ☒ NoIf Yes: ☐ Limited Term ☐ Postdoc Researcher ☐ Visiting Scientist

Length of Term: _____

Title of Position:

(b) (6) Privacy

(b) (6) Privacy

Number of Openings: 1

Org: (b) (6) Privacy

Work Location: San Antonio, Texas

Recommended Close/Review Date: ASAP

Reason for Request: ☐ Replacement ☒ New Position ☐ Target of Opportunity ☐ Technical Advisor

Describe:

(b) (6) Privacy

Basic Qualifications:

(b) (6)

Must be able to obtain a Security Clearance:

☐ Yes ☒ No

Discipline(s):

(b) (6) Privacy

Specialized Training, Licenses or Certificates:

(b) (6) Privacy

Related Experience: Years:

Description:

Years:

Description:

Years:

Description:

Basic qualifications for a SwRI position include, but are not limited to, (As Required) Criminal History, Drug Free Workplace Program, Motor Vehicle Record Check, U.S. Citizenship, Credit History Check, Conflict of Interest, and Physical Examination.

Additional and/or Preferred Knowledge, Skills, and Abilities:

(b) (6) Privacy

Job Functions/Tasks:

(b) (6) Privacy

Special Requirements:

Conflict of Interest (CNWRA): ☐ Yes ☒ NoDriving (must be 18 or over): ☒ Yes ☐ NoCredit History Check: ☐ Yes ☒ NoPhysical Examination: ☐ Yes ☒ NoPsychological (MMPI; other): ☐ Yes ☒ No

Explanation:

Required Testing:

☐ Clerical☐ Electronic☐ Chemical☐ Mechanical Assessment

Date Printed: 10/7/2010 2:54 pm

Personnel Requisition Form

Form Number: (b) (6)

General/Environmental:

Avg. Hours Per Day/Week	8/40	Inside/Outside	<input checked="" type="checkbox"/> Inside <input checked="" type="checkbox"/> Outside	Respirator required	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Shift Work Required	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Temperature Extremes	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Wet/Humid Conditions	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Shift	<input type="checkbox"/> Day <input type="checkbox"/> Evening <input type="checkbox"/> Midnight	Fumes, Odors, Dusty Conditions	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Chemical Exposure	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Explanation:

Audio/Visual:

Hearing Required	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Far Vision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Color Discrimination	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Near Vision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Peripheral Vision	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Depth Perception	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Talking required	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Presentation Skills	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		

Explanation:

Physical Tasks:	Frequency	Explanation
Bending	Occasional (11% - 33%)	
Climbing/Balancing	Occasional (11% - 33%)	
Crouching/Stooping	Occasional (11% - 33%)	
Grasping/Fine Manipulation	Occasional (11% - 33%)	
Handling/Feeling	Occasional (11% - 33%)	
Lifting/Lowering	Occasional (11% - 33%)	
Noise Exposure (dBA Level/Hrs.)	Occasional (11% - 33%)	
Pushing/Pulling	Occasional (11% - 33%)	
Floor to Knuckle	Occasional (11% - 33%)	
Floor to Shoulder	Occasional (11% - 33%)	
Knuckle to Shoulder	Occasional (11% - 33%)	
Shoulder and Above	Occasional (11% - 33%)	
Other (Explain)		
Reaching	Occasional (11% - 33%)	
Sitting	Occasional (11% - 33%)	
Standing	Frequent (34% - 66%)	
Travel Requirements	Occasional (11% - 33%)	
Twisting	Occasional (11% - 33%)	
Vibration	Occasional (11% - 33%)	
Walking	Occasional (11% - 33%)	
Weight Requirements		
<= 15 lbs.	Occasional (11% - 33%)	
> 15 lbs. and <= 30 lbs.	Occasional (11% - 33%)	
> 30 lbs. and <= 50 lbs.	Occasional (11% - 33%)	
> 50 lbs.	Rare (< 10%)	
Works: Alone	Frequent (34% - 66%)	
Works: In a Group	Frequent (34% - 66%)	

Date Printed: 10/7/2010 2:54 pm

Personnel Requisition Form

Form Number:

Recommended Recruiting Actions:

Approvals:

Approver Description

Requestor

Division/Department Management

Division/Department Management

Executive Management

Executive Management

Human Resources

Human Resources

Human Resources

(b) (6) Privacy

Time Stamp

7/6/2010 5:16:52PM

7/8/2010 2:08:23PM

7/8/2010 12:52:16PM

7/9/2010 11:10:31AM

7/8/2010 4:55:30PM

7/8/2010 2:52:58PM

7/9/2010 1:58:49PM

7/8/2010 3:01:24PM

(b) (6)

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From:

(b) (6) Privacy

Sent:

To:

Cc:

Subject:

Attachments:

Forwarded email.

Southwest Research Institute

6220 Culebra Road

San Antonio, TX 78238

Tel:

(b) (6) Privacy

Fax:

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From: (b) (6) Privacy

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From: (b) (6) Privacy

Sent: Monday, August 15, 2011 5:43 PM

(b) (6) Privacy

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Southwest Research Institute

6220 Culebra Road

San Antonio, TX 78238

Tel: (b) (6) Privacy

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Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

Tel: (b) (6) Privacy
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Thanks,

(b) (6) Privacy

Southwest Research Institute
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San Antonio, TX 78238 (b) (6) Priv

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Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

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Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

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Southwest Research Institute

6220 Culebra Road

San Antonio, TX 78238

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Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

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From: (b) (6) Privacy
Sent: (b) (6) Privacy
To: (b) (6) Privacy
Subject: (b) (6) Privacy

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Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

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Southwest Research Institute

6220 Culebra Road
San Antonio, TX 78238

[REDACTED]
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[REDACTED]

From: [REDACTED]
Sent: Tuesday, August 09, 2011 11:03 AM
To: [REDACTED]
Subject: [REDACTED]

[REDACTED]

[REDACTED] || [REDACTED]
|| [REDACTED]

[REDACTED]
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[REDACTED] || [REDACTED]
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From: (b) (6) Privacy
Sent: (b) (6) Privacy
To: (b) (6) Privacy
Subject: (b) (6) Privacy

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[REDACTED]
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Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

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Southwest Research Institute
6220 Culebra Road
San Antonio, TX 78238

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Subject:

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From: (b) (6) Privacy

Sent: Monday, August 08, 2011 10:54 AM

(b) (6) Privacy

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(b) (6) Privacy